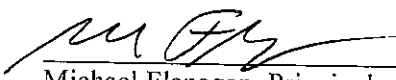
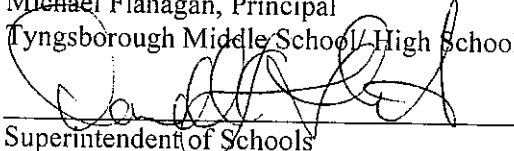


Michael Flanagan

1. This agreement is made as of July 1, 2010 by and between the Tyngsborough Superintendent of Schools and the Principal – Grades 6-12. In consideration of these promises, the parties mutually agree that those rights and benefits so outlined in School Administrators' Employment Rights and Benefits Package are minimum in nature and can only be reduced by mutual consent.
2. **TERMS:** The Principal Michael Flanagan shall be employed for a period beginning July 1, 2010 through June 30, 2013. During this period, a minimum of 210 work days per year will be provided. This position is with 17 sick days per year. *A sick time balance of fifty (50) days will be carried in as of 7/1/10.*
3. **COMPENSATION:** The Principal shall be paid an annual salary of **\$110,403.** commencing as of the effective date of this agreement July 1, 2010 per year payable in twenty-six equal installments.
4. **DUTIES:** The Principal shall devote his/her full time, effort and energy as a Principal and should not engage in any outside employment that may in any way interfere with the administrator's responsibilities without written approval of the Superintendent of Schools.
5. **PROFESSIONAL ACTIVITIES:** The Principal may undertake incidental speaking, writing, lecturing or other engagements of a professional nature provided they do not derogate from his/her duties as Principal.
6. **INVALIDITY:** If any paragraph, part of or, rider to this Agreement is invalid, it shall not affect the remainder of said Agreement, but the remainder shall be binding and effective against all parties.
7. **HEALTH INSURANCE:** Said person will be entitled to participate in any and all insurance plans (health, life, etc.) provided by the Town at a contribution rate of 30% employee/70% employer.

Under the authority granted to the Superintendent of Schools by Section 43 of Chapter 71 of the Education Reform Act of 1993, Michael Flanagan is appointed to the position of Principal - Tyngsborough Middle School/High School commencing on July 1, 2010 upon the terms and conditions so outlined and explained in the School Administrators' Employment Rights and Benefits Package.



Michael Flanagan, Principal
Tyngsborough Middle School/High School


Superintendent of Schools

5/19/10

(Date)

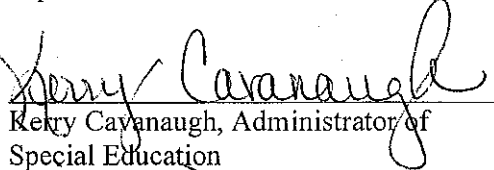
5/19/10


(Date)

Kerry Cavanaugh

1. This agreement is made as of July 1, 2010 by and between the Tyngsborough Superintendent of Schools and the Administrator of Special Education. In consideration of these promises, the parties mutually agree that those rights and benefits so outlined in the School Administrators' Employment Rights and Benefits Package are minimum in nature and can only be reduced by mutual consent.
2. **TERMS:** The Administrator of Special Education, Kerry Cavanaugh shall be employed for a period beginning of July 1, 2010 through June 30, 2013. This position is a full-time position (52 weeks) with 20 vacation days and 17 sick days.
3. **COMPENSATION:** The Administrator of Special Education shall be paid an annual salary of **\$83,500** commencing as of the effective date of this agreement July 1, 2010 per year payable in twenty-six equal installments.
4. **STAFF DAY CARE:** Staff Daycare Program will be offered to the Administrator of Special Education at a reduced rate, solely where the benefit is available in the school district offerings and when a reduced rate is economically feasible to the program. This benefit will be reviewed each year.
5. **DUTIES:** The Administrator of Special Education shall devote his/her full time, effort and energy as an Administrator of Special Education and should not engage in any outside employment that may in any way interfere with the administrator's responsibilities without written approval of the Superintendent of Schools.
6. **PROFESSIONAL ACTIVITIES:** The Administrator of Special Education may undertake incidental speaking, writing, lecturing or other engagements of a professional nature provided they do not derogate from his/her duties as Administrator of Special Education.
7. **INVALIDITY:** If any paragraph, part of or, rider to this Agreement is invalid, it shall not affect the remainder of said Agreement, but the remainder shall be binding and effective against all parties.
7. **FRINGE BENEFITS:** Both parties agree to amend the benefits detailed in the School Administrators' Employment Rights and Benefits Package as follows: Health insurance will be offered to the Administrator of Special Education at the HMO/EPO contribution rate of 30% employee/70% employer.

Under the authority granted to the Superintendent of Schools by Section 43 of Chapter 71 of the Education Reform Act of 1993, Kerry Cavanaugh is appointed to the position of Administrator of Special Education commencing on July 1, 2010 upon the terms and conditions so outlined and explained in the School Administrators' Employment Rights and Benefits Package.


Kerry Cavanaugh, Administrator of
Special Education


Chair, Tyngsborough School Committee

6-4-10
(Date)

6-3-10
(Date)